

**Amendments to the Claims:**

This listing of claims will replace all prior versions, and listings, of claims in the application:

**Listing of Claims:**

1. - 8. (Canceled)

9. (Currently amended) A substitute fulfillment system comprising:

a database comprising worker records, said worker records having information associated with workers for each of one or more ~~the~~ organizations, and substitute records, said substitute records having information associated with at least one substitute worker; and

a server coupled to the database, the server is configured for:

receiving, from an authorized individual associated with a first organization, an absentee list of one or more absent workers from the first organization via at least one communication link coupled to the server, wherein the authorized individual is a worker other than one of the absent workers;

generating, ~~in response to~~ after receiving the absentee list, one or more lists of one or more potential substitute workers, each generated list comprising one or more substitute workers who can fill a position of one of the absent workers ~~in for each absent worker~~ on the absentee list using the worker records associated with the absent worker and the substitute records; and

contacting electronically potential substitute workers listed on one ~~each~~ of the generated lists until one of the substitute workers on the one generated list ~~in each of the generated lists~~ agrees to fill in for the absent worker, and contacting potential substitute workers listed on a different one of the generated lists if such different list was generated and if no substitute worker on the one generated list has agreed to fill the position for the absent worker ~~or until all of the generated lists are exhausted~~;

receiving an acceptance from one of the substitute workers agreeing to fill in for the absent worker; and

securing, in response to the receiving an acceptance step, the position for the substitute worker to fill in for the absent worker.

10. (Currently amended) The substitute fulfillment system of claim 9 wherein each of the at least one communication link is a link selected from the group consisting of a telephone communication link or an Internet communication link.

11. (Currently Amended) The substitute fulfillment system of claim 9 wherein the server generates at least one of the list lists of one or more substitute workers using a preferred list of substitute workers associated with the worker record for the absent worker.

12. (Previously Presented) The substitute fulfillment system of claim 9 wherein the server is further configured to generate a list of substitute workers and names of the absent workers who the substitute workers will be filling in for at the first organization and to transmit the generated list of substitute workers and names of the absent workers who the substitute workers will be filling in for to the first organization via the at least one communication link.

13. (Original) The substitute fulfillment system of claim 9 further comprising an interactive voice response system controlled by the server for interacting with a potential substitute worker from the generated list of potential substitute workers via at least one telephone communication link whereby the potential substitute worker is secured for filling in for the absent worker.

14. (Original) The substitute fulfillment system of claim 9 wherein the server is further configured to receive a message via the at least one communication link and to forward the received message to the substitute worker who agrees to fill in for the absent worker via the at least one communication link.

15. (Original) The substitute fulfillment system of claim 9 wherein the organizations are unaffiliated.

16. (Original) The substitute fulfillment system of claim 9 wherein the workers are teachers and the substitute workers are substitute teachers.

17. – 20. (Canceled)

21. (Currently Amended) A method for performing substitute fulfillment comprising: receiving, from an authorized individual associated with a first organization, an absentee list of one or more absent workers from the first organization via at least one communication link, wherein the authorized individual is a worker other than one of the absent workers;

generating, ~~in response to~~ after receiving the absentee list, a list of one or more potential substitute workers, each generated list comprising one or more substitute workers who can fill a position of one of the absent workers ~~in for each absent worker~~ on the absentee list using worker records having information associated with the absent worker and substitute records having information associated with at least one substitute worker; and

contacting electronically potential substitute workers listed on one each of the generated lists until one of the substitute workers on the one generated list ~~in each of the generated lists~~ agrees to fill in for the absent worker, and contacting potential substitute workers listed on a different one of the generated lists if such different list was generated and if no substitute worker on the one generated list has agreed to fill the position for the absent worker ~~or until all of the generated lists are exhausted~~;

receiving electronically an acceptance from one of the substitute workers agreeing to fill in for the absent worker; and

securing electronically, in response to the receiving an acceptance step, the position for the substitute worker to fill in for the absent worker.

22. (Currently amended) A method for performing substitute fulfillment comprising: generating a list of one or more positions of one or more absent workers that need to be filled by substitute workers;

posting the list of one or more positions of one or more absent workers that need to be filled by substitute workers on a website;

receiving a response by a substitute worker accepting one of the one or more ~~selecting~~ a-posted positions on the website via an Internet communication link; and

securing electronically, in response to the receiving a response accepting step, via the Internet communication link the posted position for the substitute worker who accepted ~~selected~~ the posted position to fill in for the absent worker.

23. (Currently Amended) A method for performing substitute fulfillment comprising:  
generating electronically a list of one or more positions of one or more absent workers that need to be filled by substitute workers in response to a connection to a server;  
posting the list of one or more positions of one or more absent workers that need to be filled by substitute workers via an instant messaging system;  
receiving a response by a substitute worker accepting one of the one or more ~~selecting a posted positions on the website~~ via the instant messaging system; and  
securing electronically, in response to the receiving a response accepting step, via the instant messaging system the posted position for the substitute worker who accepted ~~selected~~ the posted position to fill in for the absent worker.

24. (Canceled)

25. (Currently Amended) A computer-readable medium bearing instructions for performing substitute fulfillment, said instructions being arranged to cause one or more processors upon execution thereof to perform the steps of:

receiving, from an authorized individual associated with a first organization, an absentee list of one or more absent workers from the first organization via at least one communication link, wherein the authorized individual is a worker other than one of the absent workers;

generating, ~~in response to~~ after receiving the absentee list, a list of one or more potential substitute workers, each generated list comprising one or more substitute workers who can fill a position of one of the absent workers ~~in for each absent worker~~ on the absentee list using worker records having information associated with the absent worker and substitute records having information associated with at least one substitute worker; and

contacting potential substitute workers listed on one each of the generated lists until one of the substitute workers on the one generated list ~~in each of the generated lists~~ agrees to

fill in for the absent worker, and contacting potential substitute workers listed on a different one of the generated lists if such different list was generated if no substitute worker on the one generated list has agreed to fill the position for the absent worker or until all of the generated lists are exhausted;

receiving an acceptance from one of the substitute workers agreeing to fill in for the absent worker; and

securing, in response to the receiving an acceptance step, the position for the substitute worker to fill in for the absent worker.

26. (Currently Amended) A computer-readable medium bearing instructions for performing substitute fulfillment, said instructions being arranged to cause one or more processors upon execution thereof to perform the steps of:

receiving absentee information representing an absent worker via at least one communication link;

generating a list of positions of one or more absent workers that need to be filled by one or more substitute workers;

posting the list of positions of one or more absent workers that need to be filled by one or more substitute workers on a website;

receiving a response by a substitute worker accepting one of the one or more selecting a posted positions on the website via an Internet communication link; and

securing, in response to the receiving a response accepting step, via the Internet communication link the posted position for the substitute worker who accepted selected the posted position to fill in for the absent worker.

27. (Currently Amended) A computer-readable medium bearing instructions for performing substitute fulfillment, said instructions being arranged to cause one or more processors upon execution thereof to perform the steps of:

generating a list of one or more positions of one or more absent workers that need to be filled by substitute workers in response to a connection to a server;

posting the list of one or more positions of one or more absent workers that need to be filled by substitute workers via an instant messaging system;

receiving a response by a substitute worker accepting one of the one or more selecting  
~~a posted positions on the website~~ via the instant messaging system; and

securing, in response to the receiving a response accepting step, via the instant  
~~messaging system the posted position for~~ the substitute worker who accepted ~~selected~~ the  
posted position to fill in for the absent worker.

28. (Currently Amended) A system comprising:

a database comprising worker records having information associated with workers and  
substitute worker records having information associated with substitute workers;

a server coupled to the database, the server is configured to:

post to a substitute worker in response to the substitute worker connecting to  
the server a list of one or more positions of one or more absent workers that the need to be  
~~filled by a substitute worker who is qualified to fill the one or more positions in response to a~~  
~~substitute worker connecting to the server~~, where the list is generated using the worker  
records of the one or more absent workers and the substitute record for the substitute worker  
connecting to the server;

receive electronically a response by a substitute worker accepting one of the  
one or more selecting ~~a posted positions on the website via an Internet communication link~~;  
and

secure, in response to the receiving a response accepting step, via the Internet  
~~communication link the posted position for~~ the substitute worker who accepted ~~selected~~ the  
posted position to fill in for the absent worker.

29. (Previously Presented) The system of claim 28 wherein the database contains  
worker records for a single organization.

30. (Previously Presented) The system of claim 28 wherein the database contains  
worker records for a plurality of unaffiliated organizations.



31 (Previously Presented) The system of claim 28 wherein the list of one or more positions that need to be filled by one or more substitute workers comprises positions from two or more organizations.

32. (Currently Amended) A method comprising:

posting to a substitute worker in response to the substitute worker connecting to the server a list of one or more positions of one or more absent workers ~~the that need to be filled by a substitute worker who is qualified to fill the one or more positions in response to a substitute worker connecting to a server,~~ where the list is generated using worker records of the one or more absent workers and a substitute record for the substitute worker connecting to the server;

receiving electronically a response by a substitute worker accepting one of the one or more ~~selecting a posted positions on the website via an Internet communication link;~~ and

securing, in response to the receiving a response accepting step, via the Internet communication link the posted position for the substitute worker who accepted ~~selected the~~ posted position to fill in for the absent worker.

33. (Previously Presented) The method of claim 32 wherein the database contains worker records for a single organization.

34. (Previously Presented) The method of claim 32 wherein the database contains worker records for a plurality of unaffiliated organizations.

35. (Previously Presented) The method of claim 32 wherein the list of one or more positions that need to be filled by one or more substitute workers comprises positions from two or more organizations.

36. (Currently Amended) A computer-readable medium bearing instructions being arranged to cause one or more processors upon execution thereof to:

posting to a substitute worker in response to the substitute worker connecting to the server a list of one or more positions of one or more absent workers that the need to be filled

~~by a substitute worker who is qualified to fill the one or more positions in response to a substitute worker connecting to a server,~~ where the list is generated using worker records of the one or more absent workers and a substitute record for the substitute worker connecting to the server;

receiving electronically a response by a substitute worker accepting one of the one or more ~~selecting a posted positions on the website via an Internet communication link;~~ and

securing, in response to the receiving a response accepting step, via the Internet communication link the posted position for the substitute worker who accepted ~~selected the~~ posted position to fill in for the absent worker.

37. (Currently Amended) A substitute fulfillment system comprising:

a database comprising worker records, said worker records having information associated with workers for one or more organizations;

a server coupled to the database, the server ~~is~~ configured for:

receiving absentee information relating to a first worker via at least one communication link coupled to the server;

generating and posting an open position on a website using the worker record associated with the first worker;

receiving a response from a second worker accepting ~~selecting~~ the posted position on the website ~~via an Internet communication link;~~ and

securing, in response to the receiving a response accepting step, via the Internet communication link the posted position for the second worker who accepted ~~selected~~ the posted position.

38. (Previously Presented) The substitute fulfillment system of claim 37 wherein each of the least one communication link is selected from the group consisting of a telephone communication link or an Internet communication link.

39. (Previously Presented) The substitute fulfillment system of claim 37 wherein the first worker and second worker work for a single organization.



40. (Previously Presented) The substitute fulfillment system of claim 37 wherein the first worker and second worker work for different organizations.

41. (Previously Presented) The substitute fulfillment system of claim 37 further comprising an interactive voice response system controlled by the server for interacting with a second worker via at least one telephone communication link whereby the second worker is secured for filling in for the first worker.

42. (Previously Presented) The substitute fulfillment system of claim 37 wherein the server is further configured to receive a message from the first worker, via the at least one communication link, and to forward the received message, via the at least one communication link, to the second worker who agrees to fill in for the first worker.

43. (Canceled)

44. (Currently amended) A computer-readable medium bearing instructions for performing ~~substitute-position~~ fulfillment, said instructions being arranged to cause one or more processors upon execution thereof to perform the steps of:

generating a list of one or more positions ~~of first workers~~ that need to be filled by ~~second~~ one or more workers;

posting the list of one or more positions ~~of first workers~~ that need to be filled by ~~second~~ one or more workers on a website;

receiving a response by a ~~second~~ worker accepting one of the one or more ~~selecting a~~ posted positions on the website ~~via an Internet communication link~~; and

securing, in response to the receiving a response accepting step, the posted position ~~for via the Internet communication link the second worker who~~ accepted ~~selected~~ the posted position ~~to fill in for the absent worker.~~

45. (Currently Amended) A computer-readable medium bearing instructions for performing ~~substitute-position~~ fulfillment, said instructions being arranged to cause one or more processors upon execution thereof to perform the steps of:

generating a list of one or more positions of ~~first workers~~ that need to be filled by ~~second~~ one or more workers in response to a connection to a server;

posting the list of one or more positions of ~~first workers~~ that need to be filled by ~~second~~ one or more workers via an instant messaging system;

receiving a response by a ~~second~~ worker accepting one of the one or more ~~selecting a~~ posted positions ~~on the website~~ via the instant messaging system; and

securing, in response to the receiving a response accepting step, the posted position ~~for via the instant messaging system~~ the ~~second~~ worker who accepted ~~selected~~ the posted position ~~to fill in for the first worker~~.

46. (Currently amended) A system comprising:

a database comprising worker records having information associated with positions and with workers;

a server coupled to the database, the server ~~is~~ configured to:

~~posting~~ post to a worker in response to the worker connecting to the server a list of one or more positions of ~~one or more first workers that need to be filled by a second~~ the worker who is qualified to fill ~~the one or more positions in response to a second worker connecting to the server~~, where the list is generated using the position worker records of ~~the one or more first workers~~ and the worker record for the ~~second~~ worker connecting to the server;

~~receiving~~ receive a response from the ~~second~~ worker accepting one of the one or more ~~selecting a~~ posted positions ~~via an Internet communication link~~; and

secure, in response to the receiving a response accepting operation, the posted position ~~for securing via the Internet communication link~~ the ~~second~~ worker who accepted ~~selected~~ the posted position ~~to fill in for the first worker~~.

47. (Currently Amended) The system of claim 46 wherein the ~~first worker~~ position and the ~~second~~ worker are associated with ~~work for~~ a single organization.

48. (Currently Amended) The system of claim 46 wherein the ~~first worker~~ position and the ~~second~~ worker are associated with ~~work for~~ different organizations.

49. (Currently Amended) The system of claim 46 wherein the list of one or more position positions that need to be filled by one or more ~~second~~ workers comprises positions from two or more organizations.

50. (Currently Amended) A computer-readable medium bearing instructions for performing ~~substitute~~ position fulfillment, said instructions being arranged to cause one or more processors upon execution thereof to perform the steps of:

posting to a worker, in response to the worker connecting to a server, a list of one or more positions of one or more first workers that need to be filled by a second the worker who is qualified to fill the one or more positions in response to a second worker connecting to the server, where the list is generated using ~~worker~~ position records of the one or more first workers and a worker record for the ~~second~~ worker connecting to the server;

receiving a response from the ~~second~~ worker accepting one of the one or more ~~selecting a posted positions via an Internet communication link; and~~

securing, in response to the receiving a response accepting step, the posted position ~~for via the Internet communication link the second worker who accepted selected the posted~~ worker position to fill in for the first worker.

51. (Currently Amended) The computer-readable medium of claim 50 wherein the ~~first worker~~ position and the ~~second~~ worker are associated with ~~work for~~ a single organization.

52. (Currently Amended) The computer-readable medium of claim 50 wherein the ~~first worker~~ position and the ~~second~~ worker are associated with ~~work for~~ different organizations.

53. (Currently Amended) The computer-readable medium of claim 50 wherein the list of one or more positions that need to be filled by one or more ~~second~~ workers comprises positions from two or more organizations.

54. (Canceled)

55. (Currently Amended) A computer-readable medium bearing instructions for performing substitute fulfillment, said instructions being arranged to cause one or more processors upon execution thereof to perform the steps of:

generating a list of one or more positions ~~of first workers~~ that need to be filled by ~~second~~ one or more workers in response to a connection to a server;

posting the list of one or more positions ~~of first workers~~ that need to be filled by ~~second~~ one or more workers via an instant messaging system;

receiving a response by a ~~second~~ worker accepting one of the one or more ~~selecting a~~ posted positions ~~on the website~~ via the instant messaging system; and

securing, in response to the receiving a response accepting step, the posted position for via the instant messaging system the second worker who accepted selected the posted position to fill in for the first worker.

56. (New) The substitute fulfillment system of claim 9, wherein there are a plurality of lists generated of one or more potential substitute workers who can fill in for each of a plurality of the absent workers.

57. (New) The method of claim 21, wherein there are a plurality of lists generated of one or more potential substitute workers who can fill in for each of a plurality of the absent workers.

58. (New) The method of claim 22, further comprising:  
generating the list in response to the substitute worker connecting to the server.

59. (New) The method of claim 23, further comprising:  
generating the list in response to the substitute worker connecting to the server.

60. (New) The computer-readable medium of claim 25, wherein there are a plurality of lists generated of one or more potential substitute workers who can fill in for each of a plurality of the absent workers.

61. (New) The computer-readable medium of claim 26, further comprising instructions for causing one or more of the processors to perform the step:  
generating the list in response to the substitute worker connecting to the server.

62. (New) The computer-readable medium of claim 27, further comprising instructions for causing one or more of the processors to perform the step:  
generating the list in response to the substitute worker connecting to the server,

63. (New) The system of claim 37, wherein the server is configured to receive absentee information comprising an absentee list, and to generate and post a list of a plurality of open positions in response to the second worker connecting to the server.

64. (New) The computer-readable medium of claim 44, further comprising instructions for causing one or more of the processors to perform the step:  
generating the list in response to the worker connecting to the server,

65. (New) The computer-readable medium of claim 45, further comprising instructions for causing one or more of the processors to perform the step:  
generating the list in response to the worker connecting to the server.

66. (New) The computer-readable medium of claim 55, further comprising instructions for causing one or more of the processors to perform the step:  
generating the list in response to the worker connecting to the server.

67. (New) The method of claim 22, further comprising:  
generating the list in response to receiving an absentee list.

68. (New) The method of claim 23, further comprising:  
generating the list in response to receiving an absentee list.

69. (New) The computer-readable medium of claim 26, further comprising  
instructions for causing one or more of the processors to perform the step:  
generating the list in response to receiving an absentee list.

70. (New) The computer-readable medium of claim 27, further comprising  
instructions for causing one or more of the processors to perform the step:  
generating the list in response to receiving an absentee list.

71. (New) The system of claim 37, further comprising receiving absentee  
information comprising an absentee list via at least one communication link; and generating  
and posting a list of a plurality of open positions in response to receiving the absentee list.

72. (New) The computer-readable medium of claim 44, further comprising  
instructions for causing one or more of the processors to perform the step:  
generating the list in response to receiving a position list.

73. (New) The computer-readable medium of claim 45, further comprising  
instructions for causing one or more of the processors to perform the step:  
generating the list in response to receiving a position list.

74. (New) The computer-readable medium of claim 55, further comprising  
instructions for causing one or more of the processors to perform the step:  
generating the list in response to receiving a position list.

75. (New) A method for performing position fulfillment, comprising:  
posting to a worker, in response to the worker connecting to a server, a list of one or  
more positions that the worker is qualified to fill, where the list is generated using position  
records and a worker record for the worker connecting to the server;



receiving electronically a response from the worker accepting one of the one or more posted positions; and

securing electronically, in response to the receiving a response accepting step, the posted position for the worker who accepted the posted position.